

*Don't Knapp*

*rk*

FORM NLRB-5026  
(1-87)

UNITED STATES GOVERNMENT  
National Labor Relations Board



# MEMORANDUM

To: Lester A. Heltzer, Executive Secretary

From: Stephen M. Glasser, Regional Director  
Region 7 - Detroit

RE: Calhoun County Consolidated Dispatch Authority  
Case 7-WH-220

Date: January 5, 2011

*rk*  
*1/5*

On December 3, 2010, the Police Officers Association of Michigan (the Petitioner) filed the instant petition seeking certification as the bona fide representative of the unit below under Section 7(b) of the Fair Labor Standards Act of 1938. The Employer is a public sector employer.

The petition was served on December 3, 2010. *A Notice* *7* *the CHM refers to a "notice to show cause."* An Order to Show Cause was sent to the Employer on December 10, 2010, and was posted at its facility from December 16, 2010, until January 3, 2011. There was no response to the Order by the deadline date of January 3, 2011.

*2011.*

The Employer voluntarily recognized the Petitioner as the representative of *the subject* bargaining unit employees<sup>1</sup>. The file contains a copy of the recognition agreement.

There being no response to the show cause order and no independent basis for denying certification, it is recommended that the Petitioner's request be granted. County of Alameda, 322 NLRB 614 (1996).

Please advise if any additional information is necessary<sup>2</sup>.

SMG

---

<sup>1</sup> The Unit *is* described in the recognition agreement as follows:

All regular full-time emergency telecommunicators employed by the Calhoun County Consolidated Dispatch Authority, but excluding supervisors and all other employees.

<sup>2</sup> The Regional Office file, which contains copies of the petition, order to show cause, service sheet, and the recognition agreement, is being forwarded herewith.

Re: Calhoun County Consolidated Dispatch Authority.  
Case: 7-WH-220

December 10, I contacted the Employer and I was referred to executive director Jeffrey Troyer. His telephone number is 269-781-7913 and the fax number is 269-781-2380.



# Calhoun County Consolidated Dispatch Authority

*Serving Our Community One Call at a Time*

---

January 3, 2011

NLRB Case No. 7-WH-220

Raymond Kassab, Assistant to the Regional Director  
National Labor Relations Board – Seventh Region  
477 Michigan Avenue, Room #300  
Detroit, MI 48226-2569

Mr. Raymond Kassab,

This letter serves as notification to the National Labor Relations Board – Seventh Region that Calhoun County Consolidated Dispatch Authority posted the Order to Show Cause for case number 7-WH-220 on premises December 16<sup>th</sup>, 2010.

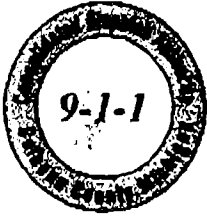
The Order to Show Cause was removed from posting on today's date - January 3<sup>rd</sup>, 2011.

If you have any questions regarding this posting, please feel free to contact me at (269) 781-9713.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffery Troyer".

Jeffery Troyer, Executive Director  
Calhoun County Consolidated Dispatch Authority



# Calhoun County

## Consolidated Dispatch Authority

Phone: (269) 781-0911 Admin Fax: (269) 781-2530

### Facsimile Transmittal

To: Raymond Kassab	Fax: (313) 226-2090
From: Jeff Troyer	Date: 1/3/2011
Re: CASE # 7-WH-220	Pages: 2
CC:	

<input type="checkbox"/> Urgent	<input type="checkbox"/> For review	<input type="checkbox"/> Please comment	<input type="checkbox"/> Please reply
---------------------------------	-------------------------------------	---	---------------------------------------

CASE # 7-WH-220

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
SEVENTH REGION**

CALHOUN COUNTY CONSOLIDATED  
DISPATCH AUTHORITY

Employer

and

CASE 7-WH-220

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

Petitioner

**ORDER TO SHOW CAUSE**

The Police Officers Association of Michigan, herein called the Petitioner, having filed a petition in the instant case on December 3, 2010, involving the Calhoun County Consolidated Dispatch Authority (herein called the Employer), seeking bona fide certification under Section 7(b) of the Fair Labor Standards Act of 1938, and,

It appearing that the Petitioner was duly recognized as the collective bargaining representative of certain employees of the Employer,

IT IS HEREBY ORDERED that the Employer or any employee or other interested party show cause, if any, as to why the instant request for bona fide certification should not be granted. Any such submission must be in writing and received in this office by no later than Monday, January 3, 2011, with a copy also being served on all other interested parties.

This Order to Show Cause must be posted on the Employer's premises for a period of at least 10 consecutive calendar days, upon receipt.

Dated at Detroit, Michigan, this 10<sup>th</sup> day of December, 2010.

/s/ Stephen M. Glasser

Stephen M. Glasser

Regional Director

National Labor Relations Board

Seventh Region

Patrick V. McNamara Federal Building

477 Michigan Avenue, Room 300

Detroit, Michigan 48226

IT IS REQUESTED that the Employer advise this office, by letter, as to the specific period (minimum of 10 consecutive calendar days) that the Order to Show cause was posted. Such letter should be received in this office by no later than January 3, 2011, addressed to Raymond Kassab, Assistant to the Regional Director, with Case No. 7-WH-220 noted at the top. Thank You.

N.L.R.B. Region 7



**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
SEVENTH REGION**

CALHOUN COUNTY CONSOLIDATED  
DISPATCH AUTHORITY

Employer

and

CASE 7-WH-220

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

Petitioner

**ORDER TO SHOW CAUSE**

The Police Officers Association of Michigan, herein called the Petitioner, having filed a petition in the instant case on December 3, 2010, involving the Calhoun County Consolidated Dispatch Authority (herein called the Employer), seeking bona fide certification under Section 7(b) of the Fair Labor Standards Act of 1938, and,

It appearing that the Petitioner was duly recognized as the collective bargaining representative of certain employees of the Employer,

IT IS HEREBY ORDERED that the Employer or any employee or other interested party show cause, if any, as to why the instant request for bona fide certification should not be granted. Any such submission must be in writing and received in this office by no later than Monday, January 3, 2011, with a copy also being served on all other interested parties.

This Order to Show Cause must be posted on the Employer's premises for a period of at least 10 consecutive calendar days, upon receipt.

Dated at Detroit, Michigan, this 10<sup>th</sup> day of December, 2010.

A handwritten signature in cursive script, reading "Stephen M. Glasser". The signature is written in dark ink and is positioned above the printed name.

Stephen M. Glasser  
Regional Director  
National Labor Relations Board  
Seventh Region  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, Michigan 48226

IT IS REQUESTED that the Employer advise this office, by letter, as to the specific period (minimum of 10 consecutive calendar days) that the Order to Show cause was posted. Such letter should be received in this office by no later than January 3, 2011, addressed to Raymond Kassab, Assistant to the Regional Director, with Case No. 7-WH-220 noted at the top. Thank You.

N.L.R.B. Region 7

*Draft Kreppstein*

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
SEVENTH REGION

CALHOUN COUNTY CONSOLIDATED  
DISPATCH AUTHORITY



Employer

and

CASE 7-WH-220

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

Petitioner

**ORDER TO SHOW CAUSE**

The Police Officers Association of Michigan, herein called the Petitioner, having filed a petition in the instant case on December 3, 2010, involving the Calhoun County Consolidated Dispatch Authority (herein called the Employer), seeking bona fide certification under Section 7(b) of the Fair Labor Standards Act of 1938, and,

It appearing that the Petitioner was duly recognized as the collective bargaining representative of certain employees of the Employer,

IT IS HEREBY ORDERED that the Employer or any employee or other interested party show cause, if any, as to why the instant request for bona fide certification should

not be granted. Any such submission must be in writing and received in this office by no later than Thursday, December 30, 2010, with a copy also being served on all other interested parties.

This Order to Show Cause must be posted on the Employer's premises for a period of at least 10 consecutive calendar days, upon receipt.

Dated at Detroit, Michigan, this 9<sup>th</sup> day of December, 2010.

/s/ Stephen M. Glasser  
Stephen M. Glasser  
Regional Director  
National Labor Relations Board  
Seventh Region  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, Michigan 48226



United States Government  
**NATIONAL LABOR RELATIONS BOARD**  
**Region 7**

477 Michigan Avenue - Room 300  
Detroit, MI 48226-2569

Telephone  
FAX

(313) 226-3200  
(313) 226-2090  
[www.nlrb.gov](http://www.nlrb.gov)

December 3, 2010

Calhoun County Consolidated Dispatch Authority  
315 W. Green St.  
Marshall, MI 49060

Mr. Frank Guido  
Police Officers Assoc. of Michigan  
27056 Joy Rd.  
Redford, MI 48239

Re: Calhoun County Consolidated Dispatch  
Authority  
Case 7-WH-220

Dear Mr. Guido:

A Request for Certification of Representative as Bona Fide under Section 7(b) of the Fair Labor Standards Act of 1938 has been filed with this office. A copy of the document is enclosed.

Attention is called to your right, and the right of any party, to be represented by counsel or any representative in any proceeding before the National Labor Relations Board. In the event you choose to have a representative appear on your behalf, please have your representative complete "Notice of Appearance" Form NLRB-4701 and forward it promptly to this office.

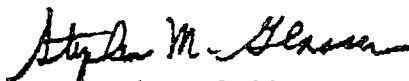
An investigation into the Petitioner's status as the bona fide agent of an appropriate collective bargaining unit of the Employer's employees will be conducted. An Order to Show Cause why the Petitioner should not receive the requested certification will issue shortly. It is requested that, upon its receipt, said Order to Show Cause be posted on the Employer's premises for at least 10 consecutive calendar days.

Investigation of this matter has been assigned to the staff member listed below. If you have any questions, do not hesitate to communicate with that staff member. Your cooperation in this matter is appreciated.

Enclosed with this letter is a document entitled "Policies and Procedures for Electronic Communications with the NLRB." The Board agent's and his or her supervisor's telephone number and E-mail address are listed below. Please provide your E-mail address, and that of your representative, for use by the Region for casehandling purposes.

It is possible that one or more individuals who may be involved in this case may have limited English proficiency. The Agency has taken certain steps to address those situations in which translation services are needed; these include various publications and documents translated into Spanish and other languages, and the hiring of bilingual Board agents in certain Regional offices. Our objective, as best we can, is to provide the necessary translation assistance to those who need it. To this end, it is requested that the parties advise this office as soon as possible as to the need for such assistance.<sup>1</sup>

Very truly yours,



Stephen M. Glasser  
Regional Director

Enclosures

Case Assigned To:	Jason E. Knepp
Telephone No.	(313)226-2059
E-Mail Address:	Jason.Knepp@nlrb.gov

Supervisor:	Patrick K. Labadie
Supervisor's Telephone No.:	(313)226-3213
Supervisor's E-Mail Address:	Patrick.Labadie@nlrb.gov

cc:

---

<sup>1</sup> La Junta Nacional de Relaciones de Trabajo proveerá asistencia a personas con inglés limitado. Si usted necesita asistencia debido a su inglés limitado, debe avisar a esta Oficina tan pronto posible.



# **POLICE OFFICERS ASSOCIATION OF MICHIGAN**

27056 Joy Road • Redford, MI 48239-1949

---

December 1, 2010

Telephone (313) 937-9000  
FAX (313) 937-9165  
Voice Mail Extension

Stephen M. Glasser  
Regional Director  
Region 7  
National Labor Relations Board  
477 Michigan Avenue, Room 300  
Detroit, MI 48226-2569

Re: FLSA Section 7(b) Certification of Representative

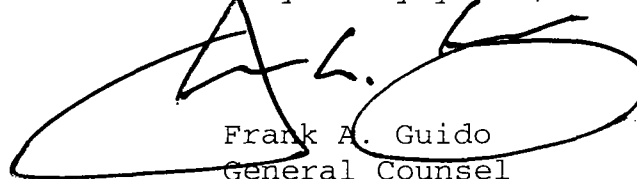
Dear Director Glasser:

Enclosed please find an original and four copies of a petition by the Police Officers Association of Michigan (POAM) requesting certification of representative as bona fide under section 7(b) of the Fair Labor Standards Act of 1938, as amended, pertaining to a bargaining unit of dispatchers employed by the Calhoun County Consolidated Dispatch Authority.

POAM has been voluntarily recognized as the bargaining agent on behalf of the unit as reflected in the attached correspondence from the employer. In addition, the parties are in the process of negotiating their first collective bargaining agreement.

Please process in your usual manner. Thank you for your courtesies in this regard. Should there be any questions regarding the aforesaid, please contact the undersigned.

Very truly yours,



Frank A. Guido  
General Counsel

FG/jlh

Enclosures

cc: James DeVries



**DOCKET SHEET**

INTERNET ☐

I.O. ☐

POSTAL ☐

CASE NUMBER: WH- 220

PENDING CASES:

NONE ☐

CASE NUMBER

BOARD AGENT

DATE FILED

WH-212

Kassab

5-8-02

WH-210

Gued

1-11-01

RC-2374

Kassab

2-4-08

CATEGORY NO. 2

IMPLEMENTATION DATE: 12-1-10

NOTE: IT IS THE AGENT'S RESPONSIBILITY TO CHECK THE CLOSED FILE CABINETS IN THE FRONT OFFICE TO DETERMINE IF THERE HAVE BEEN ANY PRIOR CASES.

ASSIGNED TO: KNEPP

BY: [Signature]

DATE: 12-3-10

COMMERCE QUESTIONNAIRE:

YES ☐

NO ☐

R CASES: EVIDENCE OF REPRESENTATION:

NONE ☐

IN CASE FILE ☐

IN FILING CABINET ☐  
(DOCKET OFFICE)

NAICS CODE: (R & C CASES) \_\_\_\_\_

INCUMBENT UNION YES ☐ NO ☐

POTENTIAL 10(j) YES ☐ NO ☐

NUMBER OF DISCRIMINATEES \_\_\_\_\_

BLOCKING CHARGE YES ☐ NO ☐ CASE NO. \_\_\_\_\_

REQUEST TO PROCEED ☐

COUNTY Culbarn

DISPUTE LOCATION Marshall

OTHER INSTRUCTIONS:

☐ SEND STAR VIDEO LETTER (OBJECTIONS ONLY)

GROUPING

SAME SITUATION

Y ☐

N ☐

CASE NO. \_\_\_\_\_

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

Calhoun County Consolidated Dispatch Authority      Case 7-WH-220

AFFIDAVIT OF SERVICE OF PETITION

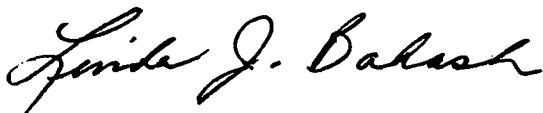
DATE OF MAILING: December 3, 2010

I, the undersigned employee of the National Labor Relations Board, being duly sworn, depose and say that on the date indicated above I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Mr. Frank Guido  
Police Officers Assoc. of Michigan  
27056 Joy Rd.  
Redford, MI 48239

Calhoun County Consolidated Dispatch Authority  
13 S. Green St.  
Marshall, MI 49068

Designated Agent



NATIONAL LABOR RELATIONS BOARD

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

DO NOT WRITE IN THIS SPACE	
Case No.	7-WH-220 W. H.
Docketed	12-3-10

REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE  
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

The undersigned Petitioner, pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, requests certification by the National Labor Relations Board as a bona fide representative of employees of the employer named below.

1. Petitioner (Name and affiliation, if any) Police Officers Association of Michigan

2. Employer Calhoun County Consolidated Dispatch Authority

3. Address of establishment 315 West Green Street, Marshall, MI 49068

4. Industry Public Sector - Public Safety Emergency Dispatch

5. Petitioner and Employer ~~have~~ (have not) entered into a collective bargaining agreement. (If so, attach copies.)  
voluntarily recognized as

6. Petitioner has ~~(has not)~~ been found to be the collective bargaining agent for employees at the above establishment  
~~It is proceeding under the National Labor Relations Act (file so, state number of case)~~

7. The following known labor organizations claim to represent employees at the above establishment:

Police Officers Association  
of Michigan  
(Name of labor organization)

Negotiating first contract  
(Contract expiration date, if any)

(Name of labor organization)

(Contract expiration date, if any)

(Name of labor organization)

(Contract expiration date, if any)

Subscribed and sworn to before me this 2nd  
day of December 2010

at 27056 Joy Rd., Redford MI 48239  
Janet L Hendrian

By Frank A. Guido POAM General Counsel  
(Signature and title of petitioner's representative)  
Frank A. Guido (P32023)  
27056 Joy Road, Redford, MI 48239  
(Address)

(313) 937-9000

(Telephone number)

JANET L HENDRIAN  
Notary Public, State of Michigan  
County of Wayne  
My Commission Expires Jan. 23, 2013  
Acting in the County of

## AGREEMENT

WHEREAS, the Police Officers Association of Michigan has asserted that it is the exclusive collective bargaining representative of a bargaining unit consisting of *all regular full-time Emergency Telecommunicators employed by the Calhoun County Consolidated Dispatch Authority, but excluding supervisors and all other employees*; and

WHEREAS, the Calhoun County Consolidated Dispatch Authority has declined to voluntarily recognize Police Officers Association of Michigan as the exclusive collective bargaining representative of the described bargaining unit; and

WHEREAS, the Police Officers Association of Michigan has filed an unfair labor practice proceeding with the Michigan Employment Relations Commission in Case No. C10 C-056 against the Calhoun County Consolidated Dispatch Authority, the City of Battle Creek and the City of Albion; and

WHEREAS, the parties have determined that it would be in their mutual best interests and the best interests of the employees of the Authority and the citizens served by the Authority to attempt to negotiate a mutually agreeable collective bargaining agreement and simultaneously settle the unfair labor practice charges in Case No. C10 C-056;

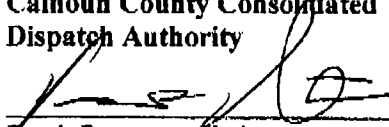
### THE PARTIES STIPULATE AND AGREE AS FOLLOWS:

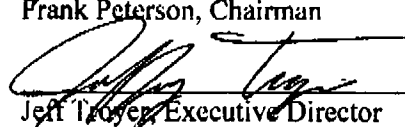
1. Michigan Employment Relations Commission Case No. C10 C-056 shall be dismissed as to the City of Albion and the City of Battle Creek, and shall be adjourned indefinitely as to the remaining parties pending the remaining parties' efforts to negotiate a collective bargaining agreement.
2. Calhoun County Consolidated Dispatch Authority hereby extends voluntary recognition to the Police Officers Association of Michigan as the exclusive collective bargaining representative of a bargaining unit consisting of *all regular full-time Emergency Telecommunicators employed by the Calhoun County Consolidated Dispatch Authority, but excluding supervisors and all other employees*.
3. Any and all offers made by or on behalf of Calhoun County Consolidated Dispatch Authority in collective bargaining negotiations shall be conditional upon withdrawal by the Police Officers Association of Michigan of all charges in Case No. C10 C-056 in connection with the parties reaching a final contract settlement. Further, the parties irrevocably agree that imposition of this condition shall not be alleged to be or deemed to be a violation of the Authority's obligation to bargain in good faith, as the condition is mutually agreeable to the parties.
4. If the parties are able to reach agreement on a collective bargaining agreement, all charges in Case No. C10 C-056 shall be immediately withdrawn with prejudice. If the parties unable to reach agreement on a collective bargaining agreement, the Police Officers Association of

{0055096511}

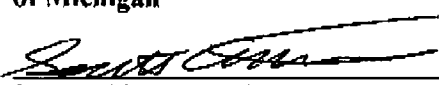
Michigan shall retain the right to prosecute the charges in Case No. C10 C-056, and Calhoun County Consolidated Dispatch Authority to defend.

**Calhoun County Consolidated  
Dispatch Authority**

  
\_\_\_\_\_  
Frank Peterson, Chairman

  
\_\_\_\_\_  
Jeff Troyer, Executive Director

**Police Officers Association  
of Michigan**

  
\_\_\_\_\_  
Scott Atkinson, Business Agent

\_\_\_\_\_  
Representative